



June 7, 2010

NEWS FROM PERSONNEL SERVICES

by Dennis Mack

In the past, at the end of each fiscal year, any accumulated compensatory time was paid in cash, except for certain AFSCME Patient Care classes. This fiscal year will end on June 24. Beginning this year, AFSCME-covered employees will automatically have comp time (up to 40 hours) carried forward unless Personnel receives a request from the employee to cash out unused comp time. This carryover is not available to non-contract or UE/IUP-covered employees. From the budget perspective, it would be helpful if employees choose to cash out at the end of the year. However, the eligible employee has the right to carry over 40 hours of compensatory time.

Pictured above: IVH Chaplain Craig Nelson, IVH Interim Commandant Dennis Mack, Col. Steve Warnstadt, Congressman Tom Latham, and IVH Adjutant Stan Freeborn participated in the IVH Memorial Day Program on May 31st.



Commandant's Corner

On Saturday May 15th the Elks Club hosted their annual Fish Fry in the Malloy LRC. The turnout was great and I was impressed with the number of Elks who assisted with cooking, serving and bringing residents to the meal. It appeared to be over 50 of them donating their time on a beautiful Saturday. Diane Lemker did a wonderful job coordinating all the volunteers.

The annual coast-to-coast Veterans Ride to the Wall stopped by on Monday May 24th for a visit and lunch. There were approximately 50 motorcycles making the stop. Included in the group was Steve Mulcahy, Chair of the Iowa Commission of Veterans Affairs.

Oscar's Tractor Show was held on May 26th with approximately 60 participants. It was a nice turnout and a lot of conversation going on between Residents and participants. Nice job, Barry.

One of the enjoyable assignments I have had (and will continue throughout this month) is attending the many retirement coffees and presenting retirement certificates to departing employees. They have earned their retirement, but they will surely be missed. A lot of institutional knowledge and history is leaving.

Finally, I have nothing new to report on the Commandant's position. The interviews have been completed but a selection has yet to be made.

Dennis Mack

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Welcome New IVH Employees



Pictured from left to right: Sue Coon (RTW), Amanda Lyons (RTW), Susan Perisho (CMA), Maria Ramirez (RTW), Kaycee Rhoads (RTW), and Melissa Thorson (RTW).



Caring:
Our only reason for being

EMPLOYEE HEALTH by Patti Sharp

June TB Tests

All employees with June birthdays whose last names begin with letters A through L are required to have a TB test. The test will be administered in Employee Health on the following date and time:
Monday, 06/07/10
6:15 AM to 8:30 AM
2:00 PM to 3:15 PM

The test will be read on:
Thursday, 06/10/10
6:15 AM to 8:30 AM
2:00 PM to 3:15 PM

If you need to make other arrangements, contact Teresa Keith at ext. #507. Testing must be completed by the end of the month.



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Call ext. 4397 or

send to PR/Mktg Dept.

News from Continuous Improvement by Jim Elliott

The culture change movement for nursing home care is now nearly 20 years old. One of the founders of the efforts, Dr. Bill Thomas, established the Eden Alternative in 1991 with the goal to “transform institutional care approaches to care in a community.” The movement started small with only a few advocates and even fewer nursing homes taking the first steps toward person-centered care. The first Pioneer Network conference was held in 2000 with a few interested advocates and this year’s 10th conference will be hosting over 1000 people with an interest in making life better.

The movement is nationwide and growing and the most recent edition of *Provider Magazine* featured a story on the steps that even the largest national nursing home chains are making. In a survey of nursing homes recently completed by the Commonwealth Fund, one-third reported that they have adopted some culture change practices such as resident empowerment, staff empowerment, improved physical environment and improved dining experience.

The benefits of culture change are being recognized both for the residents and the staff as well as the bottom line for many facilities. The news stories and articles on culture change are having an

impact on choices made by prospective residents and their families when the time comes for nursing home admission.

One example of change in the physical environment is the “Green House” model designed by Dr. Thomas. The homes have been described by Dr. Thomas as “offering privacy, autonomy, support and enjoyment and a place to call home.” The first Green Houses were built in Tupelo, MS in 2004, the second in Lincoln, NE in 2006. And now there are

79 additional Green Houses open in 14 states and an additional 132 are under development in another 12 states. Many of the key aspects of the Green House model, such as the small household with a

maximum of 15 residents, medication cabinets in the resident rooms, private rooms with showers, and a community kitchen and dining room have been incorporated in the new buildings under construction at IVH.

There are many websites that offer ideas and practices of culture change. Among the best known are:

The Eden Alternative:

<http://www.edenalt.org/>

The Pioneer Network:

<http://www.pioneernetwork.net/>

Action Pact:

<http://www.culturechangenow.com/>

“The quality of life is more important than life itself.”

Alexis Carrell

Training Information by Wayne Pierson

As we approach the end of this fiscal year, I wanted to look back on the months and the participation we had during Training at IVH. The numbers are quite impressive. Looking at the On-Grounds In-Services between July 1, 2009 and April 30, 2010 there were 219 in-services attended by 6,142 staff. This is not including the training that took place away from IVH. I am not including those numbers because the focus of my comments is to thank and recognize all the staff that served as presenters. When I look at the valuable

Staff we have at IVH and people that are willing to step forward and help in training, it is amazing. The training program at IVH is very unique among state agencies and it is because of the work of these presenters and the participation from all those attending. And this is further evidenced by the reviewers who come to IVH and their comments and approval for what we do. So a big **THANK YOU** for each and every presenter and participant in training!

Admissions Department *by Doug Freeman*

The current resident census is 662. With the closing of Loftus 1 and Loftus 2, the process of transferring residents to available beds within this facility has begun. Residents throughout the facility who are certified as requiring residential level of care are transferring to Malloy 2 South, Heinz Hall, or relocating back to the community. With both scenarios currently in process the number of available beds for new admissions is limited.

The National Association of State Veterans Homes has recently reported that nursing home administrators are experiencing a decline in applicants nationally. It is interesting to note that IVH has experienced several new admissions from other states and have been able to meet the residency requirements by the County Commission of Veterans Affairs offices. Residents have been admitted from: Canada, Minnesota, Oklahoma, Kentucky, Pennsylvania, Illinois, and Michigan. No matter how far folks get away from the great State of Iowa, we have seen several applicants and their families excited about returning. If you have any questions about the admissions requirements and process or know someone who does, give the Admissions office a call (641-753-4325) and we would be glad to assist.

"If nothing ever changed, there would be no butterflies."

Author Unknown

Retirements in the Rehab Services Department



Dena Farland is an Activity Specialist 1. She is married and has two children of her own, and two step children. She loves spending time with her grandchildren. She is looking forward to having more time with them as well as enjoying hobbies, such as landscaping, boating, art, walking, travel, showing antique cars, and organizing.

Dena began employment at the IVH as a Dietary Worker as she was attending college, in August of 1989. She then transferred to the Wheelchair Clinic/ Woodworking area and later moved in to the position on 2N as a Recreation Therapist.

Dena's fondest memory from IVH is when a resident said, "Thank-you for encouraging me to go on this trip, I never thought that I would have this much fun." She loves getting feedback from residents that they are enjoying activities that she has organized. Dena was also instrumental in developing the REAL Committee and remembers the awesome response that first Halloween that they dressed up and delivered candy to the staff. She believes that if we take good care of each other, we will pass it on to the residents. Dena is leaving with mixed emotions as she feels like this is her extended family, but she is excited about the new opportunities. Dena will be missed. She always has a smile on her face and works hard to deliver a program that will be enjoyed by the residents that she serves. She takes pride in her work and she should be proud of her accomplishments here.

Caryn Paul became familiar with the Iowa Veterans Home when she was a child tagging along as her mother cleaned the Commandant's House. Later she started babysitting for the Commandant's children and when she finished High School in 1969, it seemed natural to take a job in the Kitchen at IVH where she remained for 24 years, making everything from scratch. In 1993, she switched to Arts and Crafts and Leather, then Wheelchair Services, and eventually Ceramics where she works today as an Activity Assistant.



Caryn is married with one daughter, two grandsons, five shelties, and six cats. Caryn enjoys baking, cooking, processing deer, building homes, and working with water features. We have all eaten her wonderful caramel corn that she generously provides for most every fundraiser that is held here, and she plans to continue this even after her retirement. Caryn is a very kind-hearted, thoughtful person. She doesn't know what her retirement will hold as she already has one part-time job at the Isle of Green and loves to be on the go. She knows that she will miss the residents very much. Her advice to us is, "Have your heart open. Go in positive. I have seen a lot of change and there is good behind it." We wish you the best, Caryn.

FOOD AND NUTRITION SERVICES

by Jane Linnenbrink

"Roll With It"

There's an old cliché that states that you have to roll with the times. Due to the economic climate and state budget, the Veterans Home has to roll with the times in many areas. In the Food Service Department we have to roll with the times by closing the north line in the cafeteria at breakfast. The reasons for this are two-fold. First, we have several employees who have taken early retirement or resigned. This reduces our ability to provide the same services we have been providing. The second is that we have 50 fewer residents than we had three months ago. Our census is down to 662, the lowest it has been in many years. **We plan to close the north line at breakfast starting on Monday, June 14th.** Our hope is that we will gain residents and staff in the future and will eventually be able to open both cafeteria lines at breakfast again. Time will tell...until then, we'll just roll with it!

IVH "Pre-Tirement Party" June 25th

With so many IVH staff leaving IVH as part of SERIP, the REAL Committee is planning something special for those of us "left behind". On Friday June 25th we will celebrate, not that good co-workers are gone, but that IVH continues to move ahead. We want this to be a festive occasion and to involve something for everyone. A free lunch will be provided for staff, including 2nd & 3rd shift. There will be some activities for residents and staff to enjoy including the return of the Dunk Tank and "IVH's Got Talent" show for resident and staff acts. We are open to other committees or departments that have ideas for fun things to do. So help join in the fun. For more information or to join in contact Wayne Pierson at ext. 4237.

Upcoming Events

Day	Date	Time	Event	Location
Wed	6/8	10-11 am	"Managing Stress" Webcast	Whitehill Auditorium
Mon	6/14		Flag Day	
Fri	6/18	7:05 pm	SEHARC Night at the Iowa Cubs Baseball Game	Principal Park
Tues	6/22	10am-4pm	"What's New in Mental Health Services for Older Iowans" webcast (ICMHA)	Ford Conf. Room
Fri	6/25	tbd 11:30 am	IVH "Pre-Tirement" Party and activities "IVH's Got Talent Show"	Malloy Courtyard Malloy LRC

Announcements

Thanks to all the great chefs for their great cooking and generosity, the IVH Pie Auction brought in \$692. The two parking spot auctions brought in \$2,435. The total raised so far is \$4,007.50 Top Bid of \$65 was for Heidi Tuttle's Strawberry Rhubarb Pie. Overall winner was Candy Bar pie by Shelley Gilgen. Judges Choice went to Peanut Butter Brownie pie by Vicky Garske. First place Nut pie winner was Mystery Pecan pie by Arlene Otto. Second place was Southern Pecan pie by Eleanor Lott. First place winner in the cream pies was Coffee break pie by Merlyn Turner. Second place went of Banana Cream by Heidi Tuttle. First place winner in the fruit Pies was Strawberry pie by Shelley Gilgen. Second place was Caramel Apple pie by Shelley Gilgen. First place in the Misc. category was Turtle Pumpkin Pie by Garret Jordebrek.

Second Place was Caramel Pecan Cheesecake pie by Heidi Tuttle.

Auctioneering was donated by Doug West of West Auction Service.

Pie Bakers this year included: Dorothy Mull, Arlene Otto, Eleanor Lott, Shelley Gilgen, Heidi Tuttle, Tom Silk, Merlyn Turner, Dick Abrahamson, Don and Arlene Wingrove, Garret Jordebrek and Vicky Garske.

Judges were: Curt Plaehn, Gary Banzhaf, Wanda Christiansen, Marcia Perkins, Angie Gunderson, Bret Battles, Carl Trask and Dan Judge. Thank you for all who participated in any way to help make the day a success. Heather Rottink, Shellee Jordebrek, Jim Elliott

The **8th Annual IVH Don Laughlin Music Festival** will be held Saturday, October 2nd. Contact Kim Marsh at ext 4330 to set up an audition time.

Retirements in the Rehab Services Department by Penny Cutler-Bermudez



Marsha VanLangen is an Activity Assistant in the Leather area of Arts and Crafts. Marsha is married with one daughter, one grandson, and one grand-dog. Marsha thought that she would be working a while longer, but couldn't pass up the opportunity, so this retirement takes her by surprise. She loves working with Veterans and can't quite imagine not getting up and coming to IVH. She says that she has been teaching at least one person to lace leather for 17 years. Marsha began employment at the IVH 33 years ago. She started in Housekeeping, then was a Utility Worker, then went to the Swithboard/Printshop, and on to Arts and Crafts. In each position she has strived to be there for someone that didn't have anyone else. She loves a challenge and the opportunity to make a difference in other's lives. Marsha has been instrumental in developing a successful leather program that involves Veterans helping Veterans. Her father was a Veteran and she truly has a heart for Veterans.

Marsha became choked up as she said, "I have been blessed. I have had a good, safe environment to work in, and opportunities I never thought I would have. The union used to meet in my dining room. I have seen so many changes, and we were young with big eyes and big plans. We worked hard and had fun doing our work." Marsha leaves us with this advice, "Touch whoever comes in your space." Marsha, we wish you the best.

Brenda Thomas is a Resident Aide and works in the Medical Clinic. Brenda first came to work at the IVH in the Linen Room and left to start her family. In 1987, she returned to work in Dietary until this service was contracted out. Brenda then became a RTW and worked the night shift while studying to become a LPN. She then worked as an LPN until she took the most recent position in Medical Services. Brenda expressed that she has met many nice people through the years and has really enjoyed the residents, especially those residents that could be a challenge. She states that in each position she held, she has "always found something enjoyable. There are good people everywhere."

Brenda looks forward to spending more time with her two-year-old granddaughter, as well as her son and daughter-in-law. Brenda would also like to take this opportunity to express her appreciation for the true concern that was shown to her through the adversity in her life with the loss of her sons. Your expression of kindness has meant so much to Brenda. As Brenda looks forward to her retirement after 23 years of service, I want to say thank you Brenda, for your commitment and dedication.

